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Chief Executive Officer

County of Los Angeles
CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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April 09, 2013

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

**COUNTYWIDE CLASSIFICATION ACTIONS
(ALL SUPERVISORIAL DISTRICTS)
(3 VOTES)**

SUBJECT

This letter and accompanying ordinance will update the table of classes of positions by adding one new classification of Relief Physician to provide for the implementation of a Physician Registry, as negotiated on behalf of the represented physicians.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve the creation of the new classification Relief Physician.
2. Approve the accompanying ordinance amending Title 6, Salaries, of the County Code which is necessary to implement Recommendation 1 above.
3. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Negotiations were concluded with the Union of American Physicians and Dentists (UAPD) and the subsequent Memorandum of Understanding (MOU) was approved by the Board on November 20, 2012. Article 35 of the MOU (Attachment B) details the creation of the pilot Physician Registry to determine if a cost savings can be realized, where flexibility in physician staffing is needed to meet changing patient census numbers, by using part-time hourly County physicians in lieu of contract physician registries. This recommendation (Attachment A) will ensure the proper classification and

compensation for these positions based upon the agreed creation of a Physician Registry.

Relief Physician

The classification of Relief Physician is essential to populate and support the County's Physician Registry (Registry). Incumbents holding these positions will be assigned to the Registry and licensed to render specialized professional medical services in a specific field on an hourly as needed basis.

Permanent full-time County employees participating in the Registry will be placed on the temporary Relief Physician positions pursuant to Section 6.16.010 of the County Code. Any temporary work performed as a Relief Physician may not exceed 24 hours in any one calendar week, per existing restrictions on outside employment.

Pay Structure

The variable hourly rate for the Relief Physician recognizes the current 40 medical specialties. As stipulated in the MOU, the hourly rates bear a cap of 75 percent of the top tier hourly rate for contractors in the same medical specialty. The contract physician registry tier rates are shown in Attachment C. Information showing the medical specialties and the allocation of the ranges are shown in Attachment D. The pay schedule tables are shown in the attached Ordinance.

Part-time temporary employees who do not hold another County position may elect to be paid at the higher hourly rate for their specialty with the understanding that they forego all benefits. If they do not agree with this stipulation, they will be paid at the established hourly rate for their specialty.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote workforce excellence by resolving workplace issues while maintaining financial responsibility.

FISCAL IMPACT/FINANCING

No additional funding is required.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

The accompanying ordinance implementing an amendment to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Your approval of this classification and compensation recommendation will enhance operational effectiveness by providing supplemental specialized health services using County physicians.

The Honorable Board of Supervisors

4/9/2013

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "WTF for".

WILLIAM T FUJIOKA

Chief Executive Officer

WTF:BC:JA

SJM:LR:JM:ra

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources
Affected Departments

ATTACHMENT A

CLASS RECOMMENDED FOR ADDITION TO THE CLASSIFICATION PLAN

Proposed Savings/ Cafeteria Benefit Plan	Item No.	Title	Salary Schedule & Level
None	5473	Relief Physician	Various

ARTICLE 35

PHYSICIAN REGISTRY

The County finds that there is a need for flexibility in physician staffing to meet changing patient census numbers, and requirements for specialty services. This need has typically been met through contract physician registries. To determine whether it is more cost-effective to provide supplemental services using County physicians, the parties agree to create a pilot Physician Registry composed of members of this bargaining unit.

Each County department wishing to participate in the registry shall designate a coordinator for the Physician Registry. Employees in this bargaining unit who elect to join the departmental Physician Registry will notify the coordinator of their interest, and provide him/her with their availability for work on a monthly basis. Physicians will not be eligible for registry work during a work week in which they have taken time off without pay, or taken exempt leave (019 time). Full-time permanent County employees on the registry will be placed on an additional temporary position pursuant to Section 6.16.010 of the County Code. Supplemental temporary work on the additional position may not exceed 24 hours in any one calendar week, per existing restrictions on outside employment.

Compensation for the additional temporary position shall be 135% of the physician's normal base hourly wage. Hourly rates will be capped at 75% of the top tier rate for contractors in that medical specialty, or 110% of the physician's normal base hourly wage, whichever is greater. This will be the total compensation for the temporary position. The secondary position will be without benefits of any kind.

If the CEO determines that there is a shortage of physicians within one of the specialties identified in the physician pay plan, the hourly rate may be adjusted. Part-time temporary employees who do not hold another County position may elect to be paid at the higher hourly rate for their specialty if they agree to forego all benefits. Otherwise, they will be paid at the established hourly rate for their specialty.

The parties agree to conduct a study of the pilot to determine if the registry was successful in addressing the need for flexible physician services at a lower cost than contract registries.

This article will expire on September 30, 2013. It may be renewed by mutual consent.

**PART-TIME/INTERMITTENT SPECIALTY MEDICAL SERVICES
PHYSICIAN SERVICES – HOURLY RATE CAP SCHEDULE**

Tier 1 – Up to \$225.00 hourly rate (up to \$112.50 hourly on-call rate)

Anesthesiology
Cardiology
Cardiothoracic Surgery
Gynecologic Oncology
Emergency Medicine
Invasive Gastroenterology
Neurological Surgery
Ophthalmology
Otolaryngology
Pediatric Surgery
Plastic Surgery
Radiology (diagnostic; oncology)
Surgery
Urology
Vascular Surgery

Tier 2 – Up to \$175 .00 hourly rate (up to \$87.50 hourly on-call rate)

Critical Care
Dermatology
Gastroenterology – Non-invasive
Hematology-Oncology
Neonatal-Perinatal Medicine
Obstetrics and Gynecology
Psychiatry

Tier 3 – Up to \$125.00 hourly rate (up to \$62.50 hourly on-call rate)

(All other specialties)

Allergy and Immunology
Family Medicine
Internal Medicine
 – Endocrinology
 – Rheumatology
Neurology
Nuclear Medicine
Pathology
Pediatrics
Physical Medicine and Rehabilitation
Preventive Medicine
 – Occupational Health

**PROPOSED RELIEF PHYSICIAN HOURLY RATE
BY SPECIALTY AND PAY SCHEDULE**

Specialty Code	Medical Specialty	Schedule
51	Anesthesiology	H18
52	Dermatology	H15
53	Emergency Medicine	H13
54	Family Practice	H04
55	Int Med-General/Endocrinology	H03
56	Int Med-Cardiology (Invasive)	H16
57	Int Med-Cardiology (Non-Invasive)	H07
58	Int Med-Critical Care	H14
59	Int Med-Gastro (Invasive)	H16
60	Int Med-Gastro (Non-Invasive)	H02
61	Int Med-Hematology/Oncology	H10
62	Int Med-Infectious Disease	H03
63	Int Med-Nephrology	H06
64	Int Med-Pulmonary (Invasive)	H08
65	Int Med-Pulmonary (Non-Invasive)	H03
66	Int Med-Rheumatology	H03
67	Neurology	H03
68	Nuclear Medicine	H12
69	ObGyn-General	H14
70	ObGyn-Gynecologic Oncology	H19
71	ObGyn-Maternal/Fetal Medicine	H17
72	Otolaryngology	H18
73	Pathology	H08
74	Pathology-Forensic	H11
75	Pediatrics	H01
76	Pediatrics - Neonatal/Critical Care	H10
77	Physical Medicine and Rehabilitation	H05
78	Preventive Medicine	H04
79	Psychiatry	H09
80	Radiology-General/Diagnostic	H20
81	Radiology-Vasc/Int Diagnostic	H22
82	Surgery-Cardio Thoracic	H22

**PROPOSED RELIEF PHYSICIAN HOURLY RATE
BY SPECIALTY AND PAY SCHEDULE (Continued)**

Specialty Code	Medical Specialty	Schedule
83	Surgery-General	H18
84	Surgery-Neurological	H22
85	Surgery-Ophthalmology	H18
86	Surgery-Orthopedics	H22
87	Surgery-Pediatric	H22
88	Surgery-Plastic	H21
89	Surgery-Urologic	H18
90	Surgery-Vascular	H21